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INTELLIGENCE COMMUNITY PERSONNEL STUDY
PERSONNEL SECURITY: CIA

1) Procedures and Timeframes

The CIA uses DCID 1/14. The Office of Security Regulations restates these for internal use, but they are not very different from the directive.

The CIA personnel security clearance process takes from 4 to six months. The timeframe for processing alone is approximately 45 days: eight days for the pre-field work, 25 days for field work, and 11 days for post-field adjudication. However, final adjudication and processing of those with overseas contacts adds to the overall timeframe.

2) Impact of Security Investigation on Agency Selection Process

Available data indicates relatively few applicants cite security requirements as their reason for withdrawing their applications. Other data shows the percent of total applicants approved.

	<u>FY 1985</u>	<u>FY 1986</u>	<u>FY 1987</u>
Applicants	<div style="border: 1px solid black; width: 300px; height: 40px;"></div>		
Approved*			
Percent Approved	51%	33%	49%

*Those not approved were for security, medical, cancellations and applicant withdrawals.

The drop to 33 percent in 1986 was because of a glut of applicants. The personnel office found they had far more than they needed and cancelled hundreds of requests for security clearances. Thus, the approval drop was not candidates actually disapproved, but people whose applications were withdrawn by personnel.

3) Extent of Impact of Security Process on Lifestyle/Family Issues

Data concerning staff who cite security requirements -- i.e. reinvestigation, family travel limitations, etc. -- as their reason for leaving is unknown; but believed to be very few, if any. In an interview, one staff member noted that resigning employees would not

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be likely to mention this even if it were a factor, because they might be looking for other jobs which require a security clearance. They might think citing security inconveniences would hamper getting another position.

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5) Views on Usefulness of Polygraph Examination as a Security Tool

CIA considers the polygraph to be a vital and proven part of its security clearance process with a continuing record of demonstrated usefulness.

The CIA now does the polygraph before the background investigation. This policy was begun approximately a year ago; prior to that it was done afterwards. The polygraph has been found to be the most effective screening device, and it is therefore most efficient to move it to the beginning of the security investigation.

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6) NAPA Staff Views

The CIA's personnel security processes are thorough and do not indicate serious problems. Having received written and verbal assurance that the 45 day investigation timeframe is usually met, it seems that this is very much out of step with the other IC agencies. The CIA did break the data into components of the process. If this is fully accurate, the CIA should be briefing the rest of the IC on how to meet this timeframe. If NAPA wants to pursue it further, we could delve into areas such as staffing ratios, investigator training or others which may explain why the investigation timeframe disparity exists.

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